













Presenters:
Stephen M. King, Director

Rehabilitation Act

- The Rehabilitation Act of 1973 requires agencies to provide reasonable accommodation(s) to qualified applicants and employees with disabilities
- Reasonable accommodation(s) must be made available to:
  - applicants participating in the hiring/application process
  - allow employees to partake in the benefits and privile employment **and** perform the ess functions of the job.

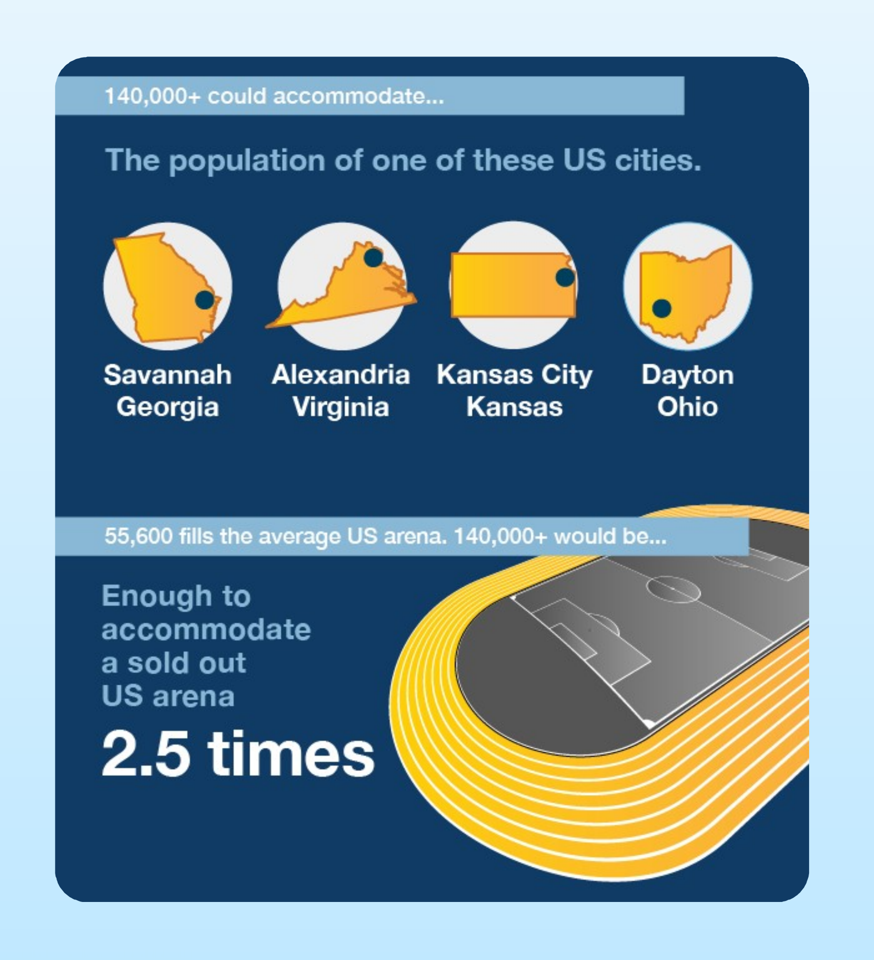


Providing Accommodations for 25 Years

- CAP was established in FY 1990 as a centrally funded program to provide accommodations to employees of the Department of Defense (DoD)
- CAP was expanded in 2000 to support other federal agencies
  - 68 federal agencies have partnership agreements with CAP
  - CAP has provided over $17M in assistive technology to non-DoD agencies
  - Contrary to popular belief, DoD/CAP receives no funding from our partners
- CAP was further expanded in 2005 to support wounded, ill and injured military personnel
- CAP's Mission:

Provide assistive technology and accommodation to support individuals with disabilities and wounded, ill and injured Service members throughout the Federal Government in accessing information and communication technology.

25 Years of CAP Services



Since CAP's inception, we have provided 151,129 accommodations:

- 67,527 to support DoD employees around the world
- 39,152 to support employees with disabilities at 68 federal partner agencies
- 44,450 to support Service members



The CAP Team

Leadership & Outreach



Stephen M. King
Director



Sharon Terrell-Lindsay
Deputy Director

Assessment Team

Mark Rew
Michael Young
Jeffrey Dallos
Jerome Lyons

Acquisitions Team

Kameelah Montgomery
Ryan Heist



CAP Customers

- DoD and federal partner agency employees who are individuals with disabilities or have developed disabling conditions including:
  - Workers' Compensation beneficiaries
  - Teleworkers
  - Term and Temporary employees
    - Workforce Recruitment Program (WRP)
- Service members with functional limitations
- Federal managers who are ready to hire and accommodate
- Federal partner agencies that want to ensure their events and programs are accessible



CAP 25 YEARS

CAP Services and Support



- Provide free assistive technology and associated training
- Conduct free comprehensive needs assessments and technology demonstrations
- Provide training on disability program management and on creating an accessible environment
- Support the compliance of federal regulations

The Needs Assessment Process

The Position

- Identify the tasks and duties required by the position
- Discuss the diagnosis affecting the individual’s ability to perform their functions

The Individual

- Determine if the condition is existing or newly acquired
- Discuss if the condition is progressive or temporary
- Discuss the individual’s functional limitations

The Solution

- Recommend assistive technology solutions based on the individual's needs
- Determine if the individual needs training on the proposed solutions







Support. Equip. Empower.

Assistive Technology



Dexterity

- Alternative keyboards, input devices and voice recognition software

Vision

- Screen readers, Braille terminals, magnification software and closet circuit televisions (CCTVs)



Hearing

- Assistive listening devices (ALDs), TTYs, videophones and captioning services

Cognitive/TBIs

- Cueing and memory aids, literacy software, screen readers and ALDs

Support. Equip. Empower.

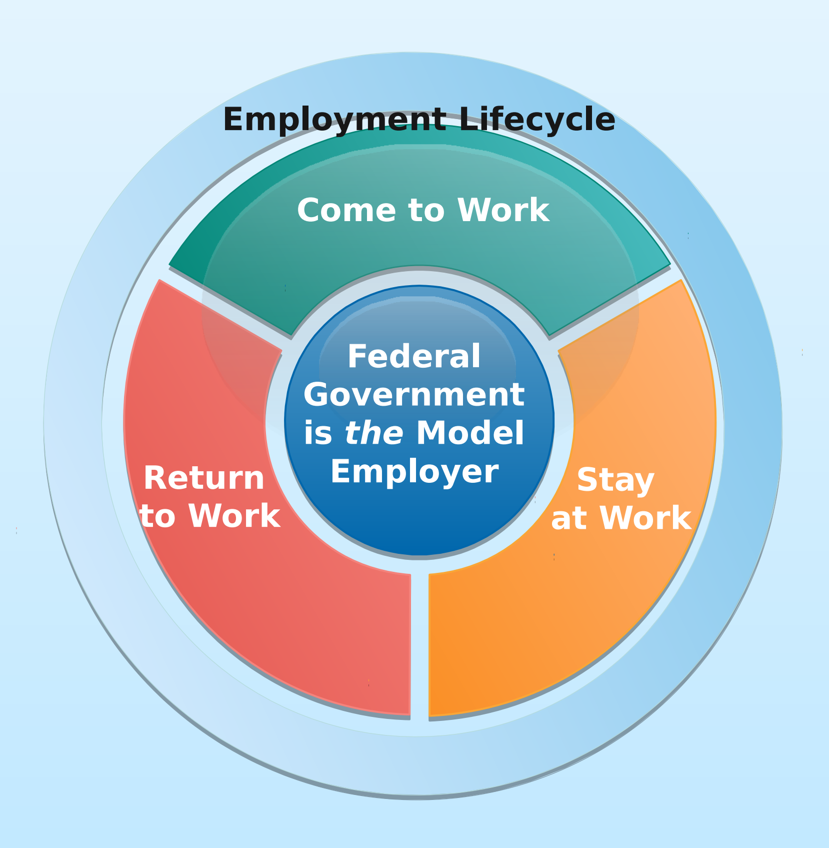
"We are in the people business. We **SUPPORT** people, we support agencies. We **EQUIP** people and agencies, and by doing so we **EMPOWER** individuals with disabilities and wounded, ill and injured Service members to be able…to be successful in whatever they decide to do."

- Stephen M. King, CAP Director on Federal News Radio, October 17, 2014



CAP 25 YEARS

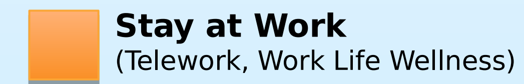
Employment Lifecycle



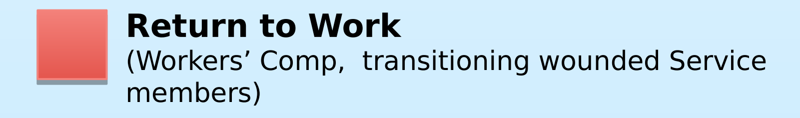
CAP Supports:



Come to Work
(Term and Temporary Appointments, Schedule A)



Stay at Work
(Telework, Work Life Wellness)



Return to Work
(Workers' Comp, transitioning wounded Service members)

Goal:

The Federal Government becomes the model employer of individuals with disabilities and wounded, ill and injured Service members



Step 1: Get Started Now!

CAP Computer/Electronic Accommodations Program

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Celebrating 25 Years

This year marks the 25th anniversary of CAP services. Since its inception in 1990, it has been CAP's mission to ensure people with disabilities have the assistive technology and accommodations to be part of today's competitive workforce.

1 2 3 4 5

CAP 25 YEARS

Request an Accommodation

Ready to place a request for an accommodation? Start here. Need to browse assistive technology, or help to determine the appropriate accommodation to meet your needs? We can help!

Get Started NOW!

Explore CAP

Webinars | Request Form | CAP FAQ's

Need Assistance?

Contact us from 8am-5pm Eastern Time by phone at (703) 614-8416, (571) 384-5629 VP, or anytime by email at cap@mail.mil.

CAP 25 YEARS

In our 25th year and beyond, the CAP staff remains steadfast in our commitment to accessibility and impacting the lives of individuals with disabilities and wounded, ill and injured Service members. How may we help YOU?



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CAP Resources

CAP's Online Training Modules	We have developed and are continuing to add to a series of online training modules. Learn about accommodations for the different disability areas and how CAP can assist your organization in providing reasonable accommodation solutions!	
CAP App	CAP App for Mobile Devices. Stay up to date on new assistive technology, disability events and more on the go! Available on iOS and Android.	
CAP's Quick Tips	CAP has created a series of short videos to help answer some of our customer's most frequently asked questions.	
CAP's Webinars	CAP has recorded a series of webinars to share the CAP training experience with our customers and stakeholders around the world. To see newly recorded webinars and a list of upcoming topics, please visit our website.	



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